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ABSTRACT

As a part of the annual Supply and Demand Survey conducted by the Research Committee of the California Educational Placement Association (C.E.P.A.), 104 public community colleges in California were asked to report on their hiring of full-time faculty and staff during the 1975-76 academic year. Survey responses came from 101 institutions. A total of 1,481 full-time faculty and staff were reported hired, of whom 188 (12.7 percent) were returning from leaves of absence or sabbatical, 289 (19.5 percent) were former substitutes, 954 (64.4 percent) were new to the district, and 50 (3.4 percent) were new positions gained through special funding. Data were collected as to specific field vacancies filled. A short narrative section compares the C.E.P.A. data with that of previous years of California Community and Junior College Association reports on staffing patterns. Trends noted include an upward trend in the expansion of student services, as reflected in an increase from 69 to 154 full-time counselors hired, and a heavy influx of new instructors in health services, vocational, and business subject fields. Within the academic subject fields, social science, and English showed the greatest increase over the previous year. The survey instrument is appended, and data are organized into two tables. (Author/NHM)

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CEPA

CALIFORNIA EDUCATIONAL PLACEMENT ASSOCIATION

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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February 12, 1976

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PART ONE

FULL-TIME FACULTY AND STAFF HIRED BY ONE-HUNDRED PUBLIC CALIFORNIA COMMUNITY COLLEGES FOR THE ACADEMIC YEAR 1975-1976

As a part of the annual Supply and Demand Survey conducted by the Research Committee of the California Educational Placement Association for 1975-76, one-hundred and four public community colleges in California were asked to complete a single page chart. (See Enclosure 1) By February, 1976, one -hundred and one colleges had supplied the requested data. The three who did not respond are all large colleges with enrollments over 6,000 but are located in declining full-time student city areas where few new full-time staff and faculty are being hired.

The colleges reported that a total of 1,481 full-time faculty and staff were hired to perform certificated duties during the 1975-76 academic year. In order to make the study comparable with the reports from the public school districts K-12 grades in California, data on administrators was not requested. However, additional data was requested on librarians, health services programs staff, and those certificated personnel teaching in the field of education, especially in early childhood education and special education.

This total of 1,481 is consistent with the data and trends reported in the eighth annual survey by the California Community and Junior College Association which examined the staffing patterns in 102 public and 6 private community colleges for the academic year 1974-75, dated January 7, 1975.
The CCJCA data indicated 1,103 new full-time staff and faculty were employed by the colleges, an increase over the 732 reported for the year before. The pressure of increased enrollments in suburbia, expanding vocational-technical programs, increased student personnel services and the retirement of older staff and faculty probably are primarily responisble for this continued increase in new staff and faculty.

The CEPA study added a new dimension to the CCJCA studies by counting the number of vacancies filled by instructors returning from leaves of absence or sabbatical. These totaled 188 or 12.7% of the 1,481. This is a much lower number than reported in Part II for K-12 school districts.

The CEPA study next counted the number of vacancies filled by former substitutes or from the ranks of part-time instructors. These totaled 289, or 19.5% of the 1,481 new staff and faculty employed by the 101 community colleges. Unlike the K-12 school districts, few substitutes are employed by the community colleges, but many part-time instructors are utilized in the system. Next the CEPA study counted the vacancies filled by instructors who were new to the district. This totaled 954 or 64.4% of the 1,481 new staff and faculty employed for the academic year 1975-76. This dispels to some extent the popular contention that most position vacancies are filled by "in-house" candidates. Finally, the CEPA study

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counted the total number of new positions gained through special funding, local, state, federal or foundation monies. There were fifty of these positions filled for 3.4% of the 1,481 total. Roughly half of these positions were in the counseling centers of the reporting colleges.

Data was collected from the 101 public community colleges in the CEPA report as to specific field vacancies filled. These are shown in Table 1 attached. High lights of this data are as follows:

Counselors employed	154
Vocational and Industrial Arts	144
Social Science and Psychology	143
Business Education	139
English	106
Health Services	94
Biological Science	87
Art	75
Physical Science	71
Men's Physical Education	54
Music	51
Math	50
Woman's Physical Education	43
Agriculture	40
Home Economics	38
Education, Special and Early Childhood	31
Speech	25
History	25
Reading Specialists	23
Drama	22
Spanish	17
Journalism	16
Librarians	13
Other language	12
French	8
TOTAL	1,481

In comparing the CEPA data with that of previous years of CCJCA reports on staffing patterns, it becomes evident that the number of new counselors employed full-time has increased from 69 in 1974-75 to 154 in 1975-76. This continues an upward trend in the expansion of student services at California community colleges. Even the 69 of 1974-75 is more than double the 31 new counselors hired in 1973-74. New health services instructors dropped from first place in 1974-75 (126) to sixth place (94) for 1975-76. Para-professional, vocational and industrial arts instructors maintained their position as the second most numerous subject field area to be filled by new instructors, but the total numbers decreased from 194 in 1974-75 to 144 in 1975-76. Business education instructors increased from 90 to 139 in 1975-76. Thus, the heavier influx of new instructors in health services, vocational and business subject fields points to the continued demand by students in California community colleges for the pragmatic fields of study which can lead to jobs in business, industry and the para-professional areas for the students.

The twenty subject fields designated by the teaching credential regulations as academic fields employed a total of 567 new instructors against 294 for 1974-75. Taking into consideration the total increase in all fields of 378 new instructors, the 273 increase in hiring of new instructors in the academic subject fields

is a 14% increase in this CEPA report over the CCJCA report of 1974-75. Within the academic subject fields, social science and English showed the greatest increase over the previous year.

All of the above data and analysis reflects the continued increase in students at California community colleges in spite of the state budgeting limitation (the 5% cap). More students mean more instructors. Growth continues to be most evident in the San Diego, Orange and Santa Clara counties.

Tom S. Phair, Ed.D.
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Career Planning and Placement Center
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Berkeley CA 94720

TABLE I

101 COMMUNITY AND JUNIOR COLLEGES REPORTING
VACANCIES FILLED BY FULL-TIME FACULTY AND STAFF

Subject	Returning From Leave	Former Sub. or Part-Time	New to District	TOTAL NO.	New Through Special Funding
Librarians	1	1	11	13	
Agriculture	1	5	31	40	3
Art	17	13	45	75	
Business Education	13	35	67	139	4
Drama	6	4	12	22	
English	23	26	57	106	
Journalism	3	3	10	16	
Speech	7	5	12	25	1
Reading	4	2	17	23	
Home Economics	2	11	24	38	1
Voc. and Indus. Arts	16	32	92	144	4
French	--	1	7	8	
Spanish	3	1	13	17	
Other Languages	5	1	6	12	
Math	10	7	32	50	1
Music	4	11	35	51	1
Men's	5	5	44	54	
Women's	4	7	32	43	
Biological Sciences	12	19	53	87	3
Physical Sciences	12	15	44	71	
Psych. and Soc. Sci.	19	24	99	143	1
History	5	2	18	25	
Counselors	10	22	98	154	24
Health Services	6	29	57	94	2
Education	--	8	18	31	5
TOTALS	188 (12.7%)	289 (19.5%)	954 (64.4%)	1,481	50 (3.4%)

CEPA

CALIFORNIA EDUCATIONAL PLACEMENT ASSOCIATION

September 30, 1975

TO: Those Involved in Faculty Staffing,
California Community Colleges

FROM: CEPA Research Committee

SUBJECT: Supply and Demand Survey, 1975-76

During the past eight years, your institution has participated in a study by Dr. Tom Phair of U. C. Berkeley, "Staffing Patterns in California Community Colleges." His study is now being replaced by another simplified survey which is currently being conducted by the California Educational Placement Association Research Committee.

For the past three years, the CEPA Supply and Demand Survey has provided placement counselors, faculty members, academic advisers, and students with an overview of statewide demands for teachers and special services personnel at the K - 12 level districts. Now, with the addition of a section on community colleges, it is anticipated that data from this survey will provide your district with a ready reference for the comparison of local figures with statewide data.

Your participation in this annual survey will assist the groups mentioned above, and it will also help placement counselors improve services to people entering the job market.

We realize that hiring officials and personnel officers are currently in the midst of completing several other surveys, and we hope that data already on hand can be transferred readily to the enclosed, simplified form. Please return the completed survey form by October 15, to:

Dr. Tom Phair
Chairperson, CEPA Research Committee
Office of Placement Services
University of California
Building T-6B
Berkeley, California 94720
(Telephone: (415) 642-3283)

An envelope is enclosed for your convenience. If you wish to request a copy of the final report, simply check the appropriate line on the survey form.

Thank you for your help!

UNIVERSITY OF CALIF.
LOS ANGELES

MAR 5 1976

CLEARINGHOUSE FOR
JUNIOR COLLEGES

CALIFORNIA EDUCATIONAL PLACEMENT OFFICES
COMMUNITY AND JUNIOR COLLEGES
FULL-TIME FACULTY AND STAFF HIRED
1975-76

Subject	Vacancies filled by instructors returning from leave.	Vacancies filled by former substitutes.	Vacancies filled by instructors new to the District.	TOTAL NO. of Vacancies for 75-76	Total No. of new positions gained through spec. funding.
Agriculture					
Art					
Business Education					
Drama					
English					
Journalism					
Speech					
Reading					
Home Economics					
Industrial Arts					
French					
Spanish					
Other Languages					
Math					
Music					
Men's P.E.					
Women's P.E.					
Biological Sci.					
Physical Sci.					
Social Sciences					
History					
Counselors					

COLLEGE: _____

ADDRESS: _____

_____

COUNTY: _____

I would like a copy of this final report:

___ Yes ___ No

_____

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